

**1987-88 Faculty Salaries In
Graduate Departments Of Psychology**

**Office of Demographic, Employment, and Educational Research
American Psychological Association**



1987-88 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1987-88 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Beginning in the mid 1960s, data have been collected on faculty salaries in graduate departments of psychology. For many years, the Council of Graduate Departments of Psychology (COGDOP) was chiefly responsible for conducting this effort. Since 1978, however, this activity has been jointly sponsored by COGDOP and the American Psychological Association (APA). The effort has expanded to include not only the gathering of information on faculty salaries but also data collection on several issues concerning graduate faculty and graduate education. The focus of this report is to present detailed survey results describing faculty salaries.

Method

The 1987-88 Survey of Graduate Departments of Psychology (hereafter referred to as the Departmental Survey) was mailed in November 1987 to U.S. and Canadian graduate departments of psychology listed in the 1986 edition of Graduate Study in Psychology and Associated Fields (APA, 1986), plus members and affiliates of the National Council of Schools of Professional Psychology. Included in the survey, along with basic departmental descriptors (e.g., types of degrees granted), were items on employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. One follow-up mailing was conducted in December, and telephone follow-ups to non-respondents were carried out in January.

Of the 641 departments and professional schools surveyed, 366 departments and schools provided individual salary data on their faculty, yielding an overall response rate of 57%. The results on faculty salaries reported in the following tables are based on 6,205 faculty who hold doctorates and are employed full time for whom the relevant data were available. Included in this total are 4,661 faculty in 238 doctoral departments, 1,188 faculty in 114 master's departments, and 356 faculty in 10 Canadian doctoral departments.

Response rates differed, depending on the geographic location (e.g., U.S. or Canada) and status of the institution, (public or private), the highest level of degree offered by the department (doctoral or master's), and the type of department (e.g., Educational Psychology). In general, U.S. departments were nearly twice as likely to respond as Canadian departments. Among U.S. departments, doctoral departments were more likely to respond than master's departments (63% vs. 49%). Higher response rates also were obtained for psychology departments as compared to other types of academic units (e.g., professional schools or educational psychology departments).

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian doctoral departments. In addition, there are further breakdowns of U.S. doctoral departments according to geographic region, whether the department is in a public or private institution, and type of department (e.g., psychology, educational psychology, and human development). Detailed breakdowns for master's departments are provided only for psychology departments, given that this group constituted the majority of respondents. Because an insufficient number of Canadian master's-level departments responded, information is presented only for doctoral Canadian departments.

Analyses indicated that the majority of faculty hold the doctorate (85-90%), and the data reported in these tables are based only on doctoral-level faculty. In almost all cases, salaries are presented according to academic rank and years in rank. This year's survey did collect additional data on the level and year of highest degree for faculty as it was felt that information on years since highest degree can be useful in salary determinations (particularly for the more junior ranks where individuals may have had postdoctoral research and/or clinical experience before being hired). Tables 9, 15, and 16B present salary information by years since doctorate.

Starting salaries for new faculty and salaries for department chairs and other administrative positions (e.g., the Director of Clinical Training) are presented in Tables 17-19. Also included in Tables 18 and 19 is information on additional "benefits" that individuals in these positions may receive (e.g., secretarial support and reduced teaching loads).

Caveats and Changes from Previous Reports

There are three points that should be kept in mind when reading this report. The first concerns usage of the term "Graduate Departments of Psychology." This term is employed in its broadest sense to include departments, schools, interdisciplinary programs, or other academic units that are listed in Graduate Study in Psychology and Associated Fields as offering a graduate degree in one or more areas of psychology. Department name refers to what the department is called: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other. Note that these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any one of several categories. Almost two thirds of the departments award degrees in several different areas of psychology. The remaining third tend to be departments that are more specialized, offering degrees in a few closely related areas of psychology. Thus, "graduate departments of psychology" is used in a generic sense to encompass any academic unit that offers graduate degrees in psychology.

Second, in viewing the results, some consideration should be given to possible error introduced by nonrespondents. Comparisons of respondents with nonrespondents and the total population indicated few marked differences in terms of the geographic distribution for doctoral departments

and doctoral psychology departments, in particular. On the other hand, master's departments had much lower response rates overall and for specific regions.

Appendix Table A-1 presents the response rates for the major subgroups in this report and should be consulted when interpreting the aggregate statistics presented in the following tables. Further information as to the analyses are presented in the "Notes to Tables" preceding Table 1.

Finally, this year's report pertains only to faculty with the doctoral degree. This is a departure from earlier reports and should be taken into consideration when comparing the 1987-88 results with those of previous reports.

REFERENCES

- American Psychological Association, (1986). Graduate Study in Psychology and Associated Fields, 1986. Washington, DC: Author.

NOTES TO TABLES

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.
2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.
3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.
4. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

Table 1

U.S. Doctoral Departments: 9-Month Salaries for Full-time Doctoral Faculty by Rank and Years in Rank

9-month Salary Ranges	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
\$85,000 or more	24			1							
80,000-84,999	27	3			1						
75,000-79,999	38	6	1	2	1						
\$74,000-74,999	14	2									
73,000-73,999	14	1									
72,000-72,999	11			1							
71,000-71,999	25	4	1	1							
70,000-70,999	21	2	1	1							
\$69,000-69,999	9										
68,000-68,999	16	5	1	1							
67,000-67,999	13	4	2	1							
66,000-66,999	23	9	1								
65,000-65,999	13	8	2	3							
\$64,000-64,999	19	6	1	2							
63,000-63,999	18	6	2	1							
62,000-62,999	25	5	1	1							
61,000-61,999	38	22	3	1							
60,000-60,999	33	12	1	2			1				
\$59,000-59,999	25	16	3	2							
58,000-58,999	36	12	3	2	1		1				
57,000-57,999	35	8		2		1	1				
56,000-56,999	25	14	6	5	1	1					
55,000-55,999	28	14	5	8	1		2				
\$54,000-54,999	34	25	8	5	1	1				1	
53,000-53,999	35	18	8	11	3	1					
52,000-52,999	57	26	5	4	2						
51,000-51,999	26	25	6	5	4	2	4				
50,000-50,999	30	16	7	9	10	1		1	1	1	
\$49,000-49,999	35	31	12	12	5	4	2				1
48,000-48,999	41	17	9	10	12	3	2	1			
47,000-47,999	40	27	9	6	12	6	2				
46,000-46,999	27	21	20	10	10	3	3	2			
45,000-45,999	30	24	8	14	11	6	3				
\$44,000-44,999	41	26	15	12	19	4	4	3			1
43,000-43,999	37	26	11	12	20	5	1				
42,000-42,999	30	34	22	19	30	12	8	3			
41,000-41,999	31	26	12	19	24	8	7	3			
40,000-40,999	25	20	8	15	28	14	12	2	3	2	
\$39,000-39,999	37	13	17	16	33	12	10	4	1		
38,000-38,999	13	24	11	6	41	17	14	5	3		
37,000-37,999	18	11	11	11	44	16	21	6	3		1
36,000-36,999	10	15	10	12	44	16	29	11	3		
35,000-35,999	15	13	8	12	48	25	25	21	9	1	
\$34,000-34,999	12	4	8	6	38	28	27	19	5	1	
33,000-33,999	11	5	5	6	36	23	17	24	16	1	
32,000-32,999	10	7	5	4	39	25	25	22	23	1	1
31,000-31,999	5	8		4	30	21	25	34	32	1	
30,000-30,999	2		1	4	38	17	23	34	50	1	3
\$29,000-29,999	4			3	25	15	17	44	42		1
28,000-28,999					17	14	22	40	63	2	1
27,000-27,999	3	1			22	6	22	49	66	2	3
26,000-26,999				1	2	3	13	30	55	1	3
25,000-25,999	1	1	1	1	3	1	9	23	39	3	5
\$24,000-24,999					4	1	4	16	49	2	1
23,000-23,999			1		2			7	14	1	
22,000-22,999					4			8	5	1	
21,000-21,999								1	2		4
20,000-20,999				1				1	2		1
Less than \$20,000					1				3		3
N	1,190	623	272	287	667	312	356	414	489	23	28
90%	72,781	61,900	56,637	56,011	45,731	44,122	41,661	35,850	32,700	49,882	32,555
75%	62,507	55,100	49,949	49,810	41,100	39,386	37,334	33,000	30,344	35,000	28,868
Median	53,100	48,145	44,511	43,372	36,533	35,048	34,000	29,889	28,000	28,150	26,111
25%	44,723	42,200	39,200	39,000	32,490	31,956	30,016	27,194	26,000	25,522	21,373
10%	39,493	37,590	35,822	34,401	29,496	29,419	27,500	25,034	24,400	23,715	17,178
Mean	54,701	49,294	45,422	44,852	37,137	36,121	34,400	30,362	28,365	32,242	26,158
S.D.	12,971	9,742	8,416	9,115	6,699	5,893	6,081	4,564	3,548	9,117	5,927
9-month Salary Ranges	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	

Source: 1987-88 Survey of Graduate Departments of Psychology. American Psychological Association/Council of Graduate Departments of Psychology.

Table 2

U.S. Master's Departments: 9-Month Salaries for Full-time Doctoral Faculty by Rank and Years in Rank

9-month Salary Ranges	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
\$65,000 or more	2										
\$64,000-64,999											
63,000-63,999											
62,000-62,999	1										
61,000-61,999	1										
60,000-60,999	5		1								
\$59,000-59,999											
58,000-58,999	3										
57,000-57,999		1									
56,000-56,999	3										
55,000-55,999	1										
\$54,000-54,999	4										
53,000-53,999	2				1						
52,000-52,999	21	21	2								
51,000-51,999	6	8	2		3						
50,000-50,999	4	2	5								
\$49,000-49,999	4			1	5						
48,000-48,999	6	1	3								
47,000-47,999	8	2	1								
46,000-46,999	5	5		2	2						
45,000-45,999	31	14	7	4	2						
\$44,000-44,999	11	6	1		4	1					
43,000-43,999	9	8	1	1	5						
42,000-42,999	13	9	1	5							
41,000-41,999	10	9	3	1	9	1					
40,000-40,999	12	13	8	4	8	3	2	4			
\$39,000-39,999	9	8	9	3	5	2	1				
38,000-38,999	8	12	6	5	4	3	2				
37,000-37,999	8	7	11	11	15	5		2			
36,000-36,999	6	9	5	7	8	4	1				
35,000-35,999	3	13	9	5	16	5	2	1	1		
\$34,000-34,999	1	14	5	3	12	8	6	2	1		
33,000-33,999	2	10	3	10	14	6	1				
32,000-32,999	6	4	5	7	15	7	6	1	1		
31,000-31,999		2	2	3	16	8	3	1	1		1
30,000-30,999	2	1	2	3	22	7	11	5	7		
\$29,000-29,999	2		1	3	15	14	15	12	7		
28,000-28,999	2			3	3	10	13	15	6		2
27,000-27,999					4	10	6	16	12		
26,000-26,999			1		4	3	7	9	13		
25,000-25,999					3	2	4	14	19		
\$24,000-24,999						2	2	10	18		2
23,000-23,999							1	3	23		1
22,000-22,999							1	4	16		4
21,000-21,999									2		1
20,000-20,999								1	3		
Less than 20,000									2		
N	211	179	94	81	195	101	84	100	132	0	11
90%	53,107	52,916	50,271	42,984	43,330	37,940	34,900	31,998	29,400		31,044
75%	50,260	45,634	43,138	39,113	37,745	34,926	31,975	29,272	27,000		28,000
Median -	45,100	40,889	38,306	36,408	34,183	31,066	29,536	27,416	25,000		23,000
25%	40,100	36,000	35,425	33,183	30,705	28,810	27,949	25,428	23,262		22,020
10%	36,114	34,079	32,450	30,502	29,065	27,108	25,750	24,106	22,312		21,200
Mean	45,082	41,646	39,566	36,543	35,177	31,951	30,061	27,924	25,348		24,496
S.D.	7,585	6,448	6,202	4,717	5,779	4,208	3,705	4,008	2,891		3,380
9-month Salary Ranges	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	

Source: 1987-88 Survey of Graduate Departments of Psychology, American Psychological Association/Council of Graduate Departments of Psychology.

Table 3

Canadian Doctoral Departments: 12-Month Salaries for Full-time Doctoral Faculty by Rank and Years in Rank

11-12-month Salary Ranges	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
\$85,000 or more	3										
80,000-84,999	4										
75,000-79,999	12	1									
\$74,000-74,999	5										
73,000-73,999	5	3									
72,000-72,999	3	3	1				1				
71,000-71,999	1	3									
70,000-70,999	2	1			1						
\$69,000-69,999	2	5									
68,000-68,999	3	2									
67,000-67,999	1	1			2						
66,000-66,999	3	1									
65,000-65,999	6	8			2						
\$64,000-64,999		2	1	1	1						
63,000-63,999	3	2									
62,000-62,999	3	2	1		4						
61,000-61,999		5			2						
60,000-60,999	2	2	4	2	3						
\$59,000-59,999		3	5	4							
58,000-58,999				1	4						
57,000-57,999		1	5	2	4						
56,000-56,999		1	6		7	1		1			
55,000-55,999	1			2	3						
\$54,000-54,999	1		1	3	9	1					
53,000-53,999	2		1	4	7	1					
52,000-52,999	1	1		4	5						
51,000-51,999				2	5	3	1				
50,000-50,999					5	2	2				
\$49,000-49,999		1	1		7	1	1				
48,000-48,999				1	2	1		2			
47,000-47,999					2	1			1		
46,000-46,999				2		2		3			
45,000-45,999						6	2	1			
\$44,000-44,999					2		2	1			
43,000-43,999				1	6		4	1			
42,000-42,999					3	2	3	4		1	
41,000-41,999					1	1	3	1		4	
40,000-40,999							1	2			
\$39,000-39,999						1	2		3		
38,000-38,999						2		3	2		
37,000-37,999								2	2		
36,000-36,999							2	1	1		
35,000-35,999								2	4		
\$34,000-34,999							2		2		
33,000-33,999									2		
32,000-32,999								1	1		
31,000-31,999											
30,000-30,999											
Less than 30,000										1	
N	63	48	26	29	87	25	26	26	24	0	2
90%	80,240	72,860	62,853	60,000	62,418	53,630	51,013	48,280	42,000		
75%	75,212	69,375	60,111	58,600	57,395	51,129	45,359	42,250	40,573		
50%	72,489	65,786	57,938	54,500	53,700	46,000	43,150	41,750	37,000		
25%	65,786	61,218	56,756	52,369	49,700	43,500	39,992	37,831	34,890		
10%	60,595	58,800	53,955	46,783	43,691	39,630	36,240	35,500	32,998		
Mean	70,759	65,435	58,507	54,475	53,686	46,967	43,897	41,877	37,380		
S.D.	8,450	5,700	3,994	4,629	6,420	4,892	7,280	5,211	4,069		
11-12-month Salary Ranges	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	

Source: 1987-88 Survey of Graduate Departments of Psychology, American Psychological Association/Council of Graduate Departments of Psychology.

TABLE 4
Comparison of Median Salaries for Full-time Doctoral Faculty by Rank and Years in Rank: 1986-87 vs. 1987-88

Median N	Full Professor			Associate Professor			Assistant Professor			Lecturer or Instructor		
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
9-Month Salaries for U.S. Faculty in Doctoral Departments												
1986-87	\$50,058 N=1,179	\$45,981 N=641	\$41,803 N=266	\$40,394 N=263	\$35,092 N=661	\$33,185 N=338	\$32,025 N=308	\$27,538 N=445	\$26,000 N=423	\$26,492 N=26	\$24,000 N=52	
1987-88	\$53,100 N=1,190	\$48,145 N=623	\$44,511 N=272	\$43,372 N=287	\$36,533 N=667	\$35,048 N=312	\$34,000 N=356	\$29,599 N=414	\$28,000 N=489	\$28,150 N=23	\$26,111 N=28	
Percent change from 1986-87 to 1987-88	+6.1%	+4.7%	+6.5%	+7.4%	+4.1%	+5.6%	+6.2%	+7.5%	+7.7%	+6.3%	+8.8%	
9-Month Salaries for U.S. Faculty in Master's Departments												
1986-87	\$44,000 N=251	\$39,700 N=179	\$37,931 N=96	\$35,992 N=75	\$33,025 N=209	\$30,000 N=114	\$28,760 N=74	\$26,450 N=140	\$23,500 N=120	* N=4	\$22,000 N=10	
1987-88	\$45,100 N=211	\$40,889 N=179	\$38,306 N=94	\$36,408 N=81	\$34,183 N=195	\$31,066 N=101	\$29,536 N=84	\$27,416 N=100	\$25,000 N=132	* N=0	\$23,000 N=11	
Percent change from 1986-87 to 1987-88	+2.5%	+3.0%	+1.0%	+1.2%	+3.5%	+3.6%	+2.7%	+3.7%	+6.4%	*	+4.5%	
12-Month Salaries for Canadian Faculty												
1986-87	\$70,494 N=55	\$64,700 N=37	\$55,422 N=21	\$50,570 N=26	\$53,380 N=77	\$45,900 N=35	\$40,016 N=32	\$39,553 N=34	\$35,500 N=25	* N=2	* N=2	
1987-88	\$72,439 N=63	\$65,786 N=48	\$57,938 N=26	\$54,500 N=29	\$53,700 N=57	\$46,000 N=25	\$43,150 N=26	\$41,750 N=26	\$37,000 N=24	* 0	* 2	
Percent change from 1986-87 to 1987-88	+2.8%	+1.7%	+4.5%	+7.8%	+0.6%	+0.2%	+7.8%	+5.6%	+4.2%	*	*	

Source: 1987-88 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

*Median salary not given for these categories because of small Ns.

TABLE 5
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (238 departments)							
Full professor:	12 or more years in rank	53,100	44,723	62,507	54,701	12,971	1190
	6 - 11 years in rank	48,145	42,200	55,100	49,294	9,742	623
	3 - 5 years in rank	44,511	39,200	49,949	45,422	8,416	272
	Less than 3 years in rank	43,372	39,000	49,810	44,852	9,315	287
Associate professor:	6 or more years in rank	36,533	32,490	41,100	37,137	6,699	667
	3 - 5 years in rank	35,048	31,956	39,386	36,121	5,893	312
	Less than 3 years in rank	34,000	30,016	37,334	34,400	6,081	312
Assistant professor:	3 or more years in rank	29,599	27,194	33,000	30,362	4,564	414
	Less than 3 years in rank	28,000	26,000	30,344	28,365	3,548	489
Lecturer/Instructor:	3 or more years in rank	28,150	25,522	35,000	32,242	9,117	23
	Less than 3 years in rank	26,111	21,373	28,868	26,158	5,927	28
NEW ENGLAND (18 departments)							
Full professor:	12 or more years in rank	59,990	53,300	67,500	60,576	11,402	95
	6 - 11 years in rank	49,889	45,128	53,397	49,894	7,609	53
	3 - 5 years in rank	46,995	40,580	50,583	48,454	10,545	19
	Less than 3 years in rank	43,809	42,107	52,324	46,317	7,101	19
Associate professor:	6 or more years in rank	40,200	35,258	42,832	39,560	5,013	53
	3 - 5 years in rank	38,250	32,630	41,939	37,892	5,340	21
	Less than 3 years in rank	35,140	32,745	37,837	36,762	6,430	30
Assistant professor:	3 or more years in rank	30,750	29,065	32,800	30,967	3,044	38
	Less than 3 years in rank	29,900	27,125	30,879	29,304	2,976	36
MIDDLE ATLANTIC (34 departments)							
Full professor:	12 or more years in rank	60,861	50,325	70,000	60,387	13,153	187
	6 - 11 years in rank	55,824	43,461	61,600	53,907	12,192	71
	3 - 5 years in rank	55,800	46,875	59,240	54,270	8,665	32
	Less than 3 years in rank	48,833	42,117	54,429	48,964	9,802	61
Associate professor:	6 or more years in rank	42,800	37,500	47,330	42,127	6,633	105
	3 - 5 years in rank	40,244	35,739	46,710	41,194	5,941	35
	Less than 3 years in rank	36,750	31,898	41,375	36,697	6,460	45
Assistant professor:	3 or more years in rank	30,751	28,563	34,193	31,954	4,822	72
	Less than 3 years in rank	29,412	26,650	31,718	29,540	4,265	77
EAST NORTH CENTRAL (44 departments)							
Full professor:	12 or more years in rank	50,193	44,395	58,153	52,039	11,487	250
	6 - 11 years in rank	48,885	43,116	54,890	50,616	9,556	116
	3 - 5 years in rank	42,971	39,925	49,757	44,589	8,024	56
	Less than 3 years in rank	43,950	39,422	50,000	44,974	9,399	58
Associate professor:	6 or more years in rank	37,096	32,800	40,094	37,451	6,983	140
	3 - 5 years in rank	35,530	33,220	39,400	36,805	5,465	63
	Less than 3 years in rank	34,700	31,785	39,038	35,867	6,086	65
Assistant professor:	3 or more years in rank	30,000	27,278	33,089	30,595	4,568	97
	Less than 3 years in rank	28,000	25,887	30,693	28,442	3,890	107

TABLE 5 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (22 departments)							
Full professor:	12 or more years in rank	47,880	39,682	54,150	48,646	11,583	136
	6 - 11 years in rank	44,800	38,858	50,239	45,702	9,122	61
	3 - 5 years in rank	37,055	35,078	42,208	38,357	4,343	21
	Less than 3 years in rank	36,825	33,448	44,129	39,611	8,009	22
Associate professor:	6 or more years in rank	33,434	30,151	37,107	34,719	5,676	38
	3 - 5 years in rank	34,000	29,838	38,022	34,761	6,171	25
	Less than 3 years in rank	30,297	28,517	36,000	31,821	4,613	33
Assistant professor:	3 or more years in rank	27,527	26,018	30,949	28,718	3,948	32
	Less than 3 years in rank	27,350	26,000	29,625	27,845	2,214	38
SOUTH ATLANTIC (43 departments)							
Full professor:	12 or more years in rank	54,148	45,357	61,602	54,727	12,215	197
	6 - 11 years in rank	48,145	41,649	55,115	48,352	8,944	117
	3 - 5 years in rank	44,700	41,250	48,172	45,132	5,959	50
	Less than 3 years in rank	41,018	39,000	47,400	43,748	9,422	52
Associate professor:	6 or more years in rank	36,500	33,341	38,975	36,302	4,962	141
	3 - 5 years in rank	34,000	31,115	36,944	34,501	4,738	72
	Less than 3 years in rank	32,322	30,069	35,100	33,253	5,279	75
Assistant professor:	3 or more years in rank	29,061	27,375	31,600	29,611	4,026	68
	Less than 3 years in rank	28,000	26,286	29,700	27,907	2,422	75
EAST SOUTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	46,473	40,848	53,837	48,820	11,398	46
	6 - 11 years in rank	44,334	40,393	63,600	49,653	11,955	19
	3 - 5 years in rank	41,751	37,595	43,164	41,347	4,490	19
	Less than 3 years in rank	-	-	-	-	-	5
Associate professor:	6 or more years in rank	31,000	29,412	33,009	31,599	4,930	24
	3 - 5 years in rank	32,858	30,677	38,163	34,557	6,146	16
	Less than 3 years in rank	28,859	27,021	34,339	31,120	6,176	16
Assistant professor:	3 or more years in rank	26,600	25,000	28,820	26,898	2,569	19
	Less than 3 years in rank	26,325	24,473	27,929	27,212	4,356	24
WEST SOUTH CENTRAL (21 departments)							
Full professor:	12 or more years in rank	43,740	38,374	54,570	46,590	11,392	62
	6 - 11 years in rank	42,437	39,097	53,700	46,536	10,088	55
	3 - 5 years in rank	44,209	37,909	50,089	45,429	9,131	20
	Less than 3 years in rank	41,500	37,405	47,031	42,514	8,473	19
Associate professor:	6 or more years in rank	31,488	29,441	35,590	32,595	5,495	61
	3 - 5 years in rank	34,370	31,000	38,000	35,364	6,182	35
	Less than 3 years in rank	32,550	28,002	38,327	34,113	7,170	38
Assistant professor:	3 or more years in rank	28,111	24,723	31,073	27,925	3,503	18
	Less than 3 years in rank	27,000	25,562	28,457	27,043	1,962	53

TABLE 5 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
MOUNTAIN (16 departments)							
Full professor:	12 or more years in rank	50,491	44,684	55,400	50,960	8,981	78
	6 - 11 years in rank	46,115	41,151	52,215	47,402	8,376	48
	3 - 5 years in rank	38,113	35,215	43,199	40,100	6,845	17
	Less than 3 years in rank	42,042	35,080	45,182	41,304	6,563	22
Associate professor:	6 or more years in rank	36,937	32,641	40,463	36,737	5,704	45
	3 - 5 years in rank	31,752	29,524	35,908	32,873	5,890	21
	Less than 3 years in rank	34,046	27,500	36,199	33,016	5,314	19
Assistant professor:	3 or more years in rank	27,500	25,290	30,082	28,114	3,782	26
	Less than 3 years in rank	27,000	25,000	30,000	27,831	3,783	23
PACIFIC (28 departments)							
Full professor:	12 or more years in rank	61,000	52,968	71,200	61,376	13,836	139
	6 - 11 years in rank	52,968	42,543	56,100	49,926	8,718	83
	3 - 5 years in rank	46,700	42,587	50,325	46,384	7,178	38
	Less than 3 years in rank	45,000	40,082	50,650	46,487	9,397	29
Associate professor:	6 or more years in rank	35,350	30,681	41,100	36,155	7,667	60
	3 - 5 years in rank	37,315	32,781	39,387	36,641	5,067	24
	Less than 3 years in rank	35,200	29,333	38,500	34,148	5,196	35
Assistant professor:	3 or more years in rank	34,075	29,217	35,959	32,897	5,450	44
	Less than 3 years in rank	29,203	25,713	32,075	28,930	4,189	56

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the *N*s are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 6
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (161 departments)							
Full professor:	12 or more years in rank	52,704	44,297	61,316	53,913	12,576	942
	6 - 11 years in rank	48,700	42,300	55,452	49,378	9,481	483
	3 - 5 years in rank	44,425	39,200	49,400	45,129	7,547	207
	Less than 3 years in rank	42,900	39,000	49,677	44,690	8,763	221
Associate professor:	6 or more years in rank	36,100	32,190	40,847	36,754	6,405	515
	3 - 5 years in rank	34,680	31,731	39,100	35,794	5,691	233
	Less than 3 years in rank	34,200	30,069	37,800	34,580	6,019	251
Assistant professor:	3 or more years in rank	29,337	27,075	33,000	31,174	4,550	277
	Less than 3 years in rank	28,000	26,007	30,234	28,384	3,274	349
Lecturer/Instructor:	3 or more years in rank	-	-	-	-	-	9
	Less than 3 years in rank	26,700	24,502	29,927	27,918	6,841	13
NEW ENGLAND (7 departments)							
Full professor:	12 or more years in rank	57,084	48,730	66,310	58,747	11,646	55
	6 - 11 years in rank	50,471	46,332	53,681	51,304	8,044	33
	3 - 5 years in rank	45,976	40,064	49,663	44,940	4,706	12
	Less than 3 years in rank	44,300	42,134	51,675	46,069	7,767	12
Associate professor:	6 or more years in rank	37,285	34,300	42,500	38,814	5,131	31
	3 - 5 years in rank	41,378	31,855	43,866	38,286	6,559	13
	Less than 3 years in rank	39,274	32,683	46,573	40,279	8,970	12
Assistant professor:	3 or more years in rank	29,085	28,079	31,500	30,332	4,055	15
	Less than 3 years in rank	30,782	27,000	33,871	29,744	3,776	15
MIDDLE ATLANTIC (15 departments)							
Full professor:	12 or more years in rank	61,075	53,300	70,838	61,224	11,366	103
	6 - 11 years in rank	59,907	53,143	61,075	57,394	8,758	34
	3 - 5 years in rank	56,637	53,940	58,368	56,239	6,330	15
	Less than 3 years in rank	49,300	45,834	54,916	49,672	6,160	31
Associate professor:	6 or more years in rank	44,127	40,699	48,860	44,125	5,714	66
	3 - 5 years in rank	43,765	39,775	47,185	43,491	4,101	16
	Less than 3 years in rank	37,689	35,755	41,793	38,543	5,030	23
Assistant professor:	3 or more years in rank	32,600	28,563	38,812	33,829	5,953	27
	Less than 3 years in rank	29,970	27,000	32,445	30,085	4,419	44
EAST NORTH CENTRAL (32 departments)							
Full professor:	12 or more years in rank	50,469	44,538	58,184	52,257	11,511	228
	6 - 11 years in rank	48,769	43,025	54,871	50,433	9,741	102
	3 - 5 years in rank	43,071	41,304	49,686	45,705	7,164	40
	Less than 3 years in rank	43,850	39,514	49,651	45,464	8,818	50
Associate professor:	6 or more years in rank	36,789	32,608	39,472	36,773	5,756	114
	3 - 5 years in rank	35,280	32,400	38,536	36,024	4,691	49
	Less than 3 years in rank	35,873	31,985	39,038	35,744	5,051	49
Assistant professor:	3 or more years in rank	30,000	27,538	33,072	30,421	3,769	66
	Less than 3 years in rank	28,000	26,610	30,157	28,517	3,020	83

TABLE 6 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (20 departments)							
Full professor:	12 or more years in rank	47,880	39,484	54,050	48,551	11,696	126
	6 - 11 years in rank	44,800	38,670	50,239	45,829	9,357	57
	3 - 5 years in rank	37,022	34,816	40,765	38,075	4,254	20
	Less than 3 years in rank	37,076	33,347	45,058	39,862	8,118	21
Associate professor:	6 or more years in rank	32,770	29,778	35,657	34,306	5,817	31
	3 - 5 years in rank	34,000	29,838	38,022	34,761	6,171	25
	Less than 3 years in rank	30,297	27,930	36,200	31,858	4,740	31
Assistant professor:	3 or more years in rank	27,527	26,018	30,949	28,718	3,948	32
	Less than 3 years in rank	28,250	26,625	30,150	28,128	2,248	32
SOUTH ATLANTIC (31 departments)							
Full professor:	12 or more years in rank	55,000	44,851	62,458	54,969	12,580	149
	6 - 11 years in rank	48,246	42,469	55,643	48,610	8,482	86
	3 - 5 years in rank	44,700	41,428	48,217	45,418	6,206	41
	Less than 3 years in rank	40,741	39,000	45,000	43,204	9,397	43
Associate professor:	6 or more years in rank	36,375	33,411	38,821	36,151	4,995	110
	3 - 5 years in rank	34,275	32,143	37,073	34,619	4,385	60
	Less than 3 years in rank	32,322	30,117	35,600	33,145	5,142	58
Assistant professor:	3 or more years in rank	29,331	27,553	31,600	29,738	4,104	56
	Less than 3 years in rank	28,000	26,775	29,620	28,019	2,400	59
EAST SOUTH CENTRAL (8 departments)							
Full professor:	12 or more years in rank	44,361	39,954	50,943	46,063	8,177	31
	6 - 11 years in rank	40,639	36,106	43,957	42,129	8,206	10
	3 - 5 years in rank	41,751	38,346	43,460	41,652	4,519	17
	Less than 3 years in rank	-	-	-	-	-	5
Associate professor:	6 or more years in rank	30,240	29,259	32,240	31,304	5,144	21
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	28,320	26,450	30,408	28,798	2,927	13
Assistant professor:	3 or more years in rank	26,125	24,493	28,800	26,489	2,488	15
	Less than 3 years in rank	25,695	24,473	26,712	26,335	3,170	20
WEST SOUTH CENTRAL (18 departments)							
Full professor:	12 or more years in rank	42,080	37,399	52,275	45,090	10,543	56
	6 - 11 years in rank	42,250	39,097	51,266	46,461	10,449	47
	3 - 5 years in rank	42,518	37,879	50,186	45,267	9,352	19
	Less than 3 years in rank	41,508	37,269	47,367	42,571	8,715	18
Associate professor:	6 or more years in rank	31,200	29,219	35,553	32,417	5,561	58
	3 - 5 years in rank	34,260	31,000	37,317	35,318	6,380	31
	Less than 3 years in rank	33,801	28,082	38,427	34,766	7,368	32
Assistant professor:	3 or more years in rank	27,011	24,169	31,358	27,738	3,683	16
	Less than 3 years in rank	27,000	25,816	28,000	27,021	1,977	46

TABLE 6 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
MOUNTAIN (14 departments)							
Full professor:	12 or more years in rank	51,125	44,743	55,152	50,871	8,835	72
	6 - 11 years in rank	45,855	40,900	51,943	47,175	8,571	45
	3 - 5 years in rank	38,000	34,830	42,000	39,322	6,892	15
	Less than 3 years in rank	42,953	36,469	45,307	42,221	6,148	20
Associate professor:	6 or more years in rank	36,969	32,527	40,606	36,791	5,758	44
	3 - 5 years in rank	32,237	29,256	36,385	33,293	6,272	18
	Less than 3 years in rank	34,046	27,754	36,744	33,351	5,253	17
Assistant professor:	3 or more years in rank	27,700	25,393	30,721	28,248	3,796	25
	Less than 3 years in rank	26,200	24,836	30,200	27,815	3,968	21
PACIFIC (16 departments)							
Full professor:	12 or more years in rank	60,562	52,968	71,200	60,740	12,930	122
	6 - 11 years in rank	52,968	46,250	56,100	51,307	8,286	69
	3 - 5 years in rank	47,602	46,296	51,300	48,179	4,875	28
	Less than 3 years in rank	46,700	41,900	53,334	48,505	9,942	21
Associate professor:	6 or more years in rank	34,502	30,681	41,751	35,607	5,696	40
	3 - 5 years in rank	38,668	31,524	39,335	36,473	4,142	12
	Less than 3 years in rank	36,804	35,200	39,200	37,153	4,077	16
Assistant professor:	3 or more years in rank	34,500	33,050	35,400	34,021	4,028	25
	Less than 3 years in rank	28,980	27,000	32,417	29,737	3,662	29

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the *N*s are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 7
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (77 departments)							
Full professor:	12 or more years in rank	56,500	47,759	66,725	57,696	14,000	248
	6 - 11 years in rank	47,450	41,775	54,745	49,007	10,627	140
	3 - 5 years in rank	45,287	39,200	52,500	46,355	10,742	65
	Less than 3 years in rank	44,525	37,737	50,468	45,396	11,023	66
Associate professor:	6 or more years in rank	37,832	34,200	42,010	38,432	7,492	152
	3 - 5 years in rank	35,500	33,200	40,200	37,085	6,392	79
	Less than 3 years in rank	33,000	29,541	36,618	33,968	6,233	105
Assistant professor:	3 or more years in rank	30,000	27,638	32,950	30,741	4,586	137
	Less than 3 years in rank	28,000	25,000	30,500	28,317	4,165	140
Lecturer/Instructor:	3 or more years in rank	30,921	26,749	36,271	32,429	7,324	14
	Less than 3 years in rank	25,522	21,268	27,188	24,634	4,720	15
NEW ENGLAND (11 departments)							
Full professor:	12 or more years in rank	62,700	58,200	70,013	63,091	10,693	40
	6 - 11 years in rank	47,300	42,200	53,000	47,566	6,350	20
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	-	-	-	-	-	7
Associate professor:	6 or more years in rank	40,788	37,282	43,413	40,612	4,760	22
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	34,200	32,745	36,162	34,417	1,977	18
Assistant professor:	3 or more years in rank	31,500	29,500	32,800	31,381	2,159	23
	Less than 3 years in rank	29,900	27,250	30,300	28,990	2,295	21
MIDDLE ATLANTIC (19 departments)							
Full professor:	12 or more years in rank	56,307	48,729	69,868	59,360	15,067	84
	6 - 11 years in rank	47,065	42,215	64,157	50,703	14,024	37
	3 - 5 years in rank	55,200	41,496	61,450	52,532	10,177	17
	Less than 3 years in rank	45,757	39,162	54,703	48,232	12,587	30
Associate professor:	6 or more years in rank	38,614	34,644	43,363	38,745	6,775	39
	3 - 5 years in rank	39,000	34,300	42,500	39,259	6,635	19
	Less than 3 years in rank	32,665	29,825	38,572	34,767	7,300	22
Assistant professor:	3 or more years in rank	30,392	28,518	33,000	30,830	3,623	45
	Less than 3 years in rank	28,620	26,500	30,806	28,813	4,002	33
EAST NORTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	48,200	43,700	57,724	49,774	11,252	22
	6 - 11 years in rank	50,171	45,325	59,250	51,950	8,275	14
	3 - 5 years in rank	42,450	35,383	50,150	41,798	9,541	16
	Less than 3 years in rank	-	-	-	-	-	8
Associate professor:	6 or more years in rank	39,264	33,400	41,159	40,421	10,494	26
	3 - 5 years in rank	37,350	35,194	43,522	39,541	7,128	14
	Less than 3 years in rank	33,550	30,625	39,420	36,243	8,729	16
Assistant professor:	3 or more years in rank	29,400	26,700	33,178	30,965	5,983	31
	Less than 3 years in rank	25,500	24,500	32,004	28,185	6,094	24

TABLE 7 (Continued)
1987-88 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (2 departments)		(Insufficient <u>N</u> s of faculty for analysis)					
SOUTH ATLANTIC (12 departments)							
Full professor:	12 or more years in rank	53,100	47,322	60,450	53,974	11,093	48
	6 - 11 years in rank	47,642	40,098	54,648	47,636	10,235	31
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	-	-	-	-	-	9
Associate professor:	6 or more years in rank	36,935	33,270	39,150	36,837	4,883	31
	3 - 5 years in rank	32,169	30,279	34,638	33,911	6,428	12
	Less than 3 years in rank	33,770	29,235	34,518	33,618	5,874	17
Assistant professor:	3 or more years in rank	27,513	26,448	32,300	39,019	3,748	12
	Less than 3 years in rank	27,000	25,250	30,075	27,493	2,536	16
EAST SOUTH CENTRAL (4 departments)		(Insufficient <u>N</u> s of faculty for analysis)					
WEST SOUTH CENTRAL (3 departments)		(Insufficient <u>N</u> s of faculty for analysis)					
MOUNTAIN (2 departments)		(Insufficient <u>N</u> s of faculty for analysis)					
PACIFIC (12 departments)							
Full professor:	12 or more years in rank	63,000	52,375	89,000	65,944	19,012	17
	6 - 11 years in rank	41,927	36,287	48,101	43,118	7,757	14
	3 - 5 years in rank	38,274	33,299	46,375	41,359	10,120	10
	Less than 3 years in rank	-	-	-	-	-	8
Associate professor:	6 or more years in rank	35,746	29,933	40,800	37,250	10,679	20
	3 - 5 years in rank	35,194	32,863	41,775	36,808	6,039	12
	Less than 3 years in rank	30,062	27,812	36,736	31,617	4,727	19
Assistant professor:	3 or more years in rank	30,675	25,067	36,500	31,419	6,728	19
	Less than 3 years in rank	29,203	24,540	31,084	28,063	4,601	27

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 8
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
<i>PSYCHOLOGY (157 departments)</i>							
Full professor:	12 or more years in rank	54,227	46,099	63,200	55,684	12,809	959
	6 - 11 years in rank	49,134	42,437	55,824	49,802	9,712	491
	3 - 5 years in rank	44,713	39,823	50,555	46,018	4,205	216
	Less than 3 years in rank	43,905	39,500	50,293	45,677	9,452	230
Associate professor:	6 or more years in rank	36,565	32,416	40,988	37,037	6,660	513
	3 - 5 years in rank	35,383	32,000	39,410	36,062	5,545	218
	Less than 3 years in rank	33,785	30,062	37,197	34,350	6,083	274
Assistant professor:	3 or more years in rank	29,649	27,346	33,000	30,425	4,410	318
	Less than 3 years in rank	28,000	26,003	30,500	28,554	3,550	381
Lecturer/Instructor:	3 or more years in rank	30,626	25,559	35,000	32,455	8,614	19
	Less than 3 years in rank	25,000	20,951	27,379	25,045	6,537	18
<i>EDUCATIONAL PSYCHOLOGY (16 departments)</i>							
Full professor:	12 or more years in rank	50,318	44,260	55,251	50,607	9,497	62
	6 - 11 years in rank	45,678	41,514	54,609	47,681	8,559	57
	3 - 5 years in rank	42,750	40,445	47,085	45,504	8,766	14
	Less than 3 years in rank	-	-	-	-	-	8
Associate professor:	6 or more years in rank	35,663	31,522	39,100	35,871	4,652	47
	3 - 5 years in rank	34,370	31,000	45,800	37,827	8,474	23
	Less than 3 years in rank	36,176	33,730	38,316	36,712	5,439	20
Assistant professor:	3 or more years in rank	28,459	25,965	32,900	29,143	4,408	12
	Less than 3 years in rank	28,488	26,500	30,013	28,656	2,878	22
<i>COUNSELING PSYCHOLOGY (20 departments)</i>							
Full professor:	12 or more years in rank	44,505	39,749	49,184	45,935	9,255	58
	6 - 11 years in rank	45,109	39,963	50,969	46,393	9,792	20
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	-	-	-	-	-	6
Associate professor:	6 or more years in rank	38,578	35,943	40,200	39,195	5,242	19
	3 - 5 years in rank	35,613	31,987	38,900	37,050	7,096	16
	Less than 3 years in rank	37,163	32,717	37,912	35,745	3,843	15
Assistant professor:	3 or more years in rank	28,872	27,377	31,201	29,424	2,661	18
	Less than 3 years in rank	27,500	26,230	29,079	27,427	2,197	21
<i>HUMAN DEVELOPMENT (9 departments)</i>							
Full professor:	12 or more years in rank	49,753	41,528	60,786	52,392	14,029	28
	6 - 11 years in rank	53,312	38,914	60,194	51,320	13,282	12
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	42,563	39,504	47,513	43,578	6,912	17
Associate professor:	6 or more years in rank	35,602	31,373	43,548	37,154	7,037	16
	3 - 5 years in rank	33,188	32,084	35,326	34,429	4,127	17
	Less than 3 years in rank	32,370	30,673	40,571	36,979	9,323	12
Assistant professor:	3 or more years in rank	27,412	26,347	29,840	28,480	3,490	18
	Less than 3 years in rank	26,375	24,923	27,922	26,872	3,250	20

TABLE 8 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (17 schools)							
Full professor:	12 or more years in rank	47,100	35,900	59,000	49,159	14,842	18
	6 - 11 years in rank	41,500	37,000	47,968	43,061	9,504	23
	3 - 5 years in rank	33,808	30,445	36,963	35,449	10,303	10
	Less than 3 years in rank	34,401	30,680	41,126	36,690	9,491	13
Associate professor:	6 or more years in rank	34,678	28,841	37,915	34,542	5,803	30
	3 - 5 years in rank	32,993	29,346	35,387	34,128	6,655	19
	Less than 3 years in rank	28,644	26,795	32,400	30,010	4,567	23
Assistant professor:	3 or more years in rank	26,476	24,510	30,105	27,603	4,273	24
	Less than 3 years in rank	24,825	22,420	29,666	25,810	4,659	21

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Counseling/Counselor Education, Education, and other types of departments are not reported, given that the numbers of responding department are insufficient for analysis.

TABLE 9
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
by Type of Department and Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
<i>PSYCHOLOGY (133 departments)</i>						
35 or more years	59,500	48,350	71,900	60,435	15,296	205
30 - 34 years	54,124	44,292	61,938	54,175	13,542	268
25 - 29 years	49,551	41,478	59,890	50,779	12,360	391
20 - 24 years	46,556	39,251	53,970	47,580	11,342	609
17 - 19 years	43,033	37,610	50,176	44,502	9,957	411
14 - 16 years	41,038	35,630	48,000	42,319	9,513	338
11 - 13 years	36,893	32,995	42,425	38,457	8,235	354
8 - 10 years	33,300	29,600	36,800	34,121	6,406	311
6 - 7 years	30,700	27,812	33,649	31,177	4,576	199
4 - 5 years	28,563	26,738	31,000	29,058	4,239	201
2 - 3 years	27,500	25,623	29,900	27,864	3,351	167
0 - 1 year	28,000	25,000	29,000	27,213	2,537	57
<i>EDUCATIONAL PSYCHOLOGY (14 departments)</i>						
35 or more years	-	-	-	-	-	4
30 - 34 years	48,808	41,780	53,474	47,784	10,523	17
25 - 29 years	44,380	37,000	51,700	44,489	9,607	27
20 - 24 years	41,150	36,368	50,697	43,941	9,605	46
17 - 19 years	41,432	37,292	47,285	42,304	6,967	36
14 - 16 years	36,498	33,283	43,045	38,392	7,307	24
11 - 13 years	34,420	30,278	40,775	36,089	7,707	20
8 - 10 years	33,833	29,108	37,314	33,213	5,431	14
6 - 7 years	30,060	28,033	32,418	29,771	4,100	12
4 - 5 years	27,970	26,371	29,807	28,129	2,333	13
2 - 3 years	26,700	25,500	28,980	27,392	2,203	11
0 - 1 year	-	-	-	-	-	0
<i>COUNSELING PSYCHOLOGY (20 departments)</i>						
35 or more years	-	-	-	-	-	1
30 - 34 years	45,909	40,958	53,543	47,206	7,822	10
25 - 29 years	47,070	41,928	53,544	47,891	7,679	15
20 - 24 years	47,290	40,104	50,601	46,661	9,743	30
17 - 19 years	41,690	37,848	45,305	42,353	7,040	33
14 - 16 years	35,500	32,210	39,378	37,057	6,098	19
11 - 13 years	-	-	-	-	-	9
8 - 10 years	36,134	32,717	38,000	35,779	3,477	15
6 - 7 years	30,873	27,658	37,491	31,985	5,384	12
4 - 5 years	27,212	25,527	29,853	27,288	2,687	12
2 - 3 years	28,000	26,928	29,246	28,029	1,897	12
0 - 1 year	-	-	-	-	-	7

TABLE 9 (continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments
by Type of Department and Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
<i>HUMAN DEVELOPMENT (8 departments)</i>						
35 or more years	-	-	-	-	-	1
30 - 34 years	-	-	-	-	-	8
25 - 29 years	52,700	42,200	56,500	53,253	12,694	11
20 - 24 years	-	-	-	-	-	9
17 - 19 years	42,329	35,541	56,444	44,738	11,243	10
14 - 16 years	37,076	33,188	42,563	38,944	7,722	19
11 - 13 years	37,788	29,871	43,855	37,576	8,158	13
8 - 10 years	33,075	32,000	42,500	36,169	7,508	23
6 - 7 years	31,300	29,453	38,098	33,222	5,859	11
4 - 5 years	27,825	25,550	33,871	31,574	10,645	11
2 - 3 years	-	-	-	-	-	8
0 - 1 year	-	-	-	-	-	6
<i>PROFESSIONAL SCHOOL (16 schools)</i>						
35 or more years	-	-	-	-	-	5
30 - 34 years	48,094	40,891	59,401	50,751	13,326	10
25 - 29 years	39,312	36,090	48,262	44,026	15,359	11
20 - 24 years	36,786	34,839	43,152	39,647	8,881	22
17 - 19 years	35,000	28,493	47,560	37,531	12,420	19
14 - 16 years	35,125	27,459	40,200	33,500	7,434	22
11 - 13 years	31,670	27,500	36,172	31,752	5,721	20
8 - 10 years	28,954	26,056	32,802	29,107	5,475	34
6 - 7 years	27,049	24,411	30,312	28,134	6,504	26
4 - 5 years	29,113	25,169	33,438	29,039	4,732	12
2 - 3 years	-	-	-	-	-	9
0 - 1 year	-	-	-	-	-	2

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Counseling/Counselor Education, Education, and other types of departments are not reported, given that the numbers of replying departments are insufficient for analysis.

TABLE 10
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
NEW ENGLAND (15 departments)							
Full professor:	12 or more years in rank	59,990	53,139	67,500	60,616	11,511	89
	6 - 11 years in rank	49,195	44,780	53,510	49,831	7,670	52
	3 - 5 years in rank	46,718	40,408	50,797	48,393	10,847	18
	Less than 3 years in rank	43,809	42,054	51,026	46,022	7,097	17
Associate professor:	6 or more years in rank	38,220	34,628	42,220	38,735	4,649	46
	3 - 5 years in rank	36,900	32,510	41,723	37,485	5,461	19
	Less than 3 years in rank	34,650	33,138	37,089	35,520	4,172	22
Assistant professor:	3 or more years in rank	30,500	29,003	32,800	30,741	2,767	35
	Less than 3 years in rank	29,900	27,500	30,782	29,345	2,757	31
MIDDLE ATLANTIC (23 departments)							
Full professor:	12 or more years in rank	61,000	51,054	70,736	61,240	12,989	152
	6 - 11 years in rank	56,268	44,700	61,600	54,599	11,476	59
	3 - 5 years in rank	56,100	52,360	59,500	55,245	8,246	27
	Less than 3 years in rank	49,000	42,826	55,732	49,938	9,902	49
Associate professor:	6 or more years in rank	42,924	38,589	47,693	43,012	6,221	76
	3 - 5 years in rank	41,544	38,950	46,064	41,889	5,562	28
	Less than 3 years in rank	37,283	31,898	41,699	37,633	6,567	33
Assistant professor:	3 or more years in rank	31,517	29,364	35,302	32,868	4,844	57
	Less than 3 years in rank	30,000	27,125	32,444	30,132	4,312	64
EAST NORTH CENTRAL (28 departments)							
Full professor:	12 or more years in rank	53,050	47,116	60,024	54,134	11,409	198
	6 - 11 years in rank	49,392	44,751	56,015	51,390	9,739	98
	3 - 5 years in rank	43,250	41,103	50,700	45,872	7,312	43
	Less than 3 years in rank	44,587	39,752	50,635	46,299	9,077	46
Associate professor:	6 or more years in rank	37,091	32,900	40,350	37,623	7,346	121
	3 - 5 years in rank	35,572	33,030	40,500	36,859	5,022	50
	Less than 3 years in rank	34,482	31,693	39,119	35,868	6,522	52
Assistant professor:	3 or more years in rank	30,000	27,159	33,324	30,719	4,818	85
	Less than 3 years in rank	28,000	26,000	31,063	28,612	4,097	92
WEST NORTH CENTRAL (13 departments)							
Full professor:	12 or more years in rank	47,573	39,186	53,000	48,191	11,735	90
	6 - 11 years in rank	43,022	37,220	47,925	43,667	8,234	40
	3 - 5 years in rank	36,806	34,816	42,750	38,213	4,617	16
	Less than 3 years in rank	35,939	32,641	44,853	39,222	8,510	14
Associate professor:	6 or more years in rank	32,770	29,778	35,517	33,769	4,863	23
	3 - 5 years in rank	30,993	27,480	37,500	32,362	5,000	11
	Less than 3 years in rank	30,185	26,473	36,025	31,535	5,043	24
Assistant professor:	3 or more years in rank	27,202	25,451	30,623	28,773	4,990	16
	Less than 3 years in rank	27,200	26,000	28,650	27,496	2,148	25

TABLE 10 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
<i>SOUTH ATLANTIC (31 departments)</i>							
Full professor:	12 or more years in rank	55,724	46,825	62,015	55,798	12,059	166
	6 - 11 years in rank	48,611	42,625	56,200	49,176	8,854	91
	3 - 5 years in rank	44,700	41,200	48,198	45,141	6,174	45
	Less than 3 years in rank	41,254	39,500	48,162	44,897	9,249	45
Associate professor:	6 or more years in rank	36,250	33,250	39,038	36,117	5,021	111
	3 - 5 years in rank	34,275	32,480	37,109	34,880	4,304	54
	Less than 3 years in rank	32,750	30,988	35,600	33,746	5,310	66
Assistant professor:	3 or more years in rank	29,400	27,556	31,400	29,620	3,310	57
	Less than 3 years in rank	28,000	26,794	30,000	28,208	2,220	62
<i>EAST SOUTH CENTRAL (9 departments)</i>							
Full professor:	12 or more years in rank	47,000	41,987	60,011	50,074	12,243	37
	6 - 11 years in rank	49,513	41,289	64,650	51,891	11,652	16
	3 - 5 years in rank	42,380	40,840	44,126	42,728	4,259	14
	Less than 3 years in rank	-	-	-	-	-	4
Associate professor:	6 or more years in rank	31,000	29,412	33,009	31,599	4,930	24
	3 - 5 years in rank	33,019	28,951	39,442	34,663	6,960	10
	Less than 3 years in rank	28,732	26,678	31,367	30,424	6,284	14
Assistant professor:	3 or more years in rank	26,600	25,000	28,820	26,898	2,569	19
	Less than 3 years in rank	26,310	24,475	27,858	27,380	4,592	21
<i>WEST SOUTH CENTRAL (15 departments)</i>							
Full professor:	12 or more years in rank	42,160	38,294	52,700	46,130	11,213	51
	6 - 11 years in rank	41,960	38,683	50,238	45,864	10,090	44
	3 - 5 years in rank	39,775	37,879	49,797	43,626	7,185	15
	Less than 3 years in rank	37,500	36,426	47,704	41,302	9,412	13
Associate professor:	6 or more years in rank	31,952	29,050	35,420	32,604	5,867	49
	3 - 5 years in rank	34,752	29,688	38,150	34,238	4,939	20
	Less than 3 years in rank	30,338	27,699	37,250	32,564	6,802	29
Assistant professor:	3 or more years in rank	28,111	23,598	30,903	27,523	3,899	12
	Less than 3 years in rank	27,000	25,425	28,550	26,918	1,982	41
<i>MOUNTAIN (10 departments)</i>							
Full professor:	12 or more years in rank	51,600	44,860	55,763	51,477	9,018	61
	6 - 11 years in rank	45,892	40,359	51,367	46,549	8,488	36
	3 - 5 years in rank	37,607	34,133	43,498	39,855	7,871	12
	Less than 3 years in rank	42,193	35,040	45,307	41,249	6,890	20
Associate professor:	6 or more years in rank	36,937	32,388	39,536	35,981	5,671	31
	3 - 5 years in rank	32,000	30,133	35,908	32,315	3,629	17
	Less than 3 years in rank	32,879	27,500	36,169	32,808	5,593	16
Assistant professor:	3 or more years in rank	27,200	25,100	29,158	27,906	3,263	20
	Less than 3 years in rank	27,000	25,236	29,800	27,477	3,153	21

TABLE 10 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
<i>PACIFIC (13 departments)</i>							
Full professor:	12 or more years in rank	61,000	52,968	71,200	61,164	12,849	115
	6 - 11 years in rank	52,968	48,000	56,100	51,965	7,702	55
	3 - 5 years in rank	46,700	44,250	50,325	47,355	5,198	26
	Less than 3 years in rank	46,242	42,150	53,151	48,255	9,748	22
Associate professor:	6 or more years in rank	35,596	30,387	41,751	35,603	5,359	32
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	35,550	31,414	39,200	35,793	4,780	18
Assistant professor:	3 or more years in rank	34,400	32,750	35,250	33,315	2,831	17
	Less than 3 years in rank	29,952	27,203	31,995	29,871	3,333	24

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the *N*s are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 11
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (107 departments)							
Full professor:	12 or more years in rank	53,193	45,512	62,496	54,994	12,624	752
	6 - 11 years in rank	49,040	42,400	55,291	49,467	9,415	382
	3 - 5 years in rank	44,500	39,200	50,000	45,166	7,536	167
	Less than 3 years in rank	43,235	39,197	50,000	45,106	9,086	178
Associate professor:	6 or more years in rank	36,046	32,012	40,787	36,548	6,483	412
	3 - 5 years in rank	35,008	31,553	38,983	35,611	5,333	172
	Less than 3 years in rank	33,581	29,475	37,500	34,153	5,912	197
Assistant professor:	3 or more years in rank	29,354	27,100	33,099	30,143	4,485	215
	Less than 3 years in rank	28,000	26,048	30,645	28,485	3,342	272
NEW ENGLAND (6 departments)							
Full professor:	12 or more years in rank	57,084	48,730	66,310	58,732	11,755	51
	6 - 11 years in rank	50,286	46,188	53,687	51,247	8,166	32
	3 - 5 years in rank	45,976	40,064	49,663	44,940	4,706	12
	Less than 3 years in rank	43,809	42,107	49,727	45,217	7,534	11
Associate professor:	6 or more years in rank	37,189	34,063	41,887	38,109	4,493	29
	3 - 5 years in rank	34,920	31,340	44,114	37,653	6,981	11
	Less than 3 years in rank	-	-	-	-	-	8
Assistant professor:	3 or more years in rank	29,044	27,950	29,891	29,664	3,240	14
	Less than 3 years in rank	29,000	26,975	31,000	29,099	3,641	13
MIDDLE ATLANTIC (9 departments)							
Full professor:	12 or more years in rank	61,000	52,100	70,419	60,782	11,742	81
	6 - 11 years in rank	60,600	54,700	61,075	57,339	6,567	27
	3 - 5 years in rank	56,637	54,059	58,276	56,727	6,002	12
	Less than 3 years in rank	50,561	46,996	55,571	50,309	6,400	22
Associate professor:	6 or more years in rank	44,695	41,183	50,823	44,589	5,485	50
	3 - 5 years in rank	43,150	39,700	46,846	42,870	3,996	14
	Less than 3 years in rank	39,100	35,766	42,084	39,167	5,339	16
Assistant professor:	3 or more years in rank	34,950	28,943	40,651	35,397	6,046	20
	Less than 3 years in rank	30,829	28,358	33,661	31,185	4,353	33
EAST NORTH CENTRAL (20 departments)							
Full professor:	12 or more years in rank	53,100	47,187	60,100	54,497	11,357	179
	6 - 11 years in rank	49,299	44,704	55,509	51,228	9,963	85
	3 - 5 years in rank	43,175	41,194	51,492	46,183	7,440	32
	Less than 3 years in rank	44,474	39,674	50,840	46,214	9,344	41
Associate professor:	6 or more years in rank	36,789	32,608	39,717	36,841	6,002	98
	3 - 5 years in rank	35,530	32,400	40,250	36,524	4,806	41
	Less than 3 years in rank	35,175	31,978	39,119	35,702	5,407	36
Assistant professor:	3 or more years in rank	30,000	27,313	33,342	30,548	4,010	56
	Less than 3 years in rank	28,000	26,841	30,975	28,762	3,156	68

TABLE 11 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (11 departments)							
Full professor:	12 or more years in rank	47,573	38,693	52,850	47,984	11,921	80
	6 - 11 years in rank	43,927	36,385	47,925	43,642	8,566	36
	3 - 5 years in rank	36,623	34,555	39,000	37,827	4,505	15
	Less than 3 years in rank	36,573	32,136	46,505	39,598	8,736	13
Associate professor:	6 or more years in rank	31,951	29,597	34,879	32,552	4,429	16
	3 - 5 years in rank	30,993	27,480	37,500	32,362	5,000	11
	Less than 3 years in rank	30,185	26,217	36,442	31,560	5,249	22
Assistant professor:	3 or more years in rank	27,202	25,451	30,623	28,773	4,990	16
	Less than 3 years in rank	28,500	26,000	30,000	27,863	2,257	19
SOUTH ATLANTIC (23 departments)							
Full professor:	12 or more years in rank	56,142	46,375	63,140	56,272	12,384	124
	6 - 11 years in rank	47,523	42,633	55,681	48,660	8,317	72
	3 - 5 years in rank	44,571	41,200	48,198	45,303	6,485	37
	Less than 3 years in rank	41,044	39,500	45,138	44,182	9,370	37
Associate professor:	6 or more years in rank	36,021	32,977	38,575	35,848	5,227	90
	3 - 5 years in rank	34,275	32,752	37,165	35,014	4,430	50
	Less than 3 years in rank	32,322	30,491	36,200	33,473	5,176	52
Assistant professor:	3 or more years in rank	29,400	27,671	30,913	29,543	3,249	48
	Less than 3 years in rank	28,000	26,788	29,737	28,225	2,227	49
EAST SOUTH CENTRAL (6 departments)							
Full professor:	12 or more years in rank	45,268	40,038	52,370	46,830	8,887	24
	6 - 11 years in rank	-	-	-	-	-	7
	3 - 5 years in rank	42,660	40,730	44,497	42,784	4,427	13
	Less than 3 years in rank	-	-	-	-	-	4
Associate professor:	6 or more years in rank	30,240	29,255	32,240	31,304	5,144	21
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	28,267	26,225	30,044	28,324	2,483	12
Assistant professor:	3 or more years in rank	26,125	24,493	28,800	26,489	2,488	15
	Less than 3 years in rank	25,040	24,421	26,585	26,233	3,324	18
WEST SOUTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	41,937	37,000	50,659	44,202	9,960	45
	6 - 11 years in rank	41,625	38,683	49,623	45,618	10,549	36
	3 - 5 years in rank	39,023	37,777	49,894	43,278	7,324	14
	Less than 3 years in rank	37,458	36,209	48,040	41,286	9,831	12
Associate professor:	6 or more years in rank	31,394	28,412	35,371	32,380	5,967	46
	3 - 5 years in rank	33,152	29,688	37,979	33,867	4,998	16
	Less than 3 years in rank	30,338	27,857	37,500	33,068	7,181	23
Assistant professor:	3 or more years in rank	26,011	23,305	31,148	27,142	4,196	10
	Less than 3 years in rank	27,000	25,448	27,878	26,863	2,003	34

TABLE 11 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
MOUNTAIN (9 departments)							
Full professor:	12 or more years in rank	51,700	45,350	55,452	51,360	8,767	56
	6 - 11 years in rank	44,598	39,720	51,335	46,162	8,722	33
	3 - 5 years in rank	36,350	33,800	39,900	38,639	8,064	10
	Less than 3 years in rank	43,366	35,894	45,777	42,263	6,490	18
Associate professor:	6 or more years in rank	36,937	32,388	39,536	35,981	5,671	31
	3 - 5 years in rank	32,473	30,350	36,380	32,517	3,816	15
	Less than 3 years in rank	32,879	27,500	36,471	33,185	5,579	14
Assistant professor:	3 or more years in rank	27,300	25,400	29,442	28,071	3,265	19
	Less than 3 years in rank	26,200	24,672	30,000	27,422	3,318	19
PACIFIC (11 departments)							
Full professor:	12 or more years in rank	61,000	52,968	71,200	61,393	12,918	112
	6 - 11 years in rank	52,968	47,675	56,100	51,955	7,774	54
	3 - 5 years in rank	46,786	44,650	51,300	47,857	5,346	22
	Less than 3 years in rank	46,342	41,650	53,517	48,530	10,200	20
Associate professor:	6 or more years in rank	35,200	30,282	41,868	35,590	5,447	31
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	37,204	35,085	39,400	37,289	4,344	14
Assistant professor:	3 or more years in rank	34,400	32,750	35,250	33,315	2,831	17
	Less than 3 years in rank	28,350	27,000	32,100	29,771	3,734	19

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the *N*s are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 12
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (50 departments)							
Full professor:	12 or more years in rank	57,250	48,600	66,500	58,190	13,184	207
	6 - 11 years in rank	49,400	42,750	56,700	50,974	10,649	109
	3 - 5 years in rank	46,820	42,000	55,100	48,922	9,698	49
	Less than 3 years in rank	45,987	41,500	53,203	47,632	10,468	52
Associate professor:	6 or more years in rank	38,614	34,572	42,423	39,027	7,029	101
	3 - 5 years in rank	36,950	33,694	40,740	37,746	6,043	46
	Less than 3 years in rank	33,900	30,750	36,825	34,857	6,514	77
Assistant professor:	3 or more years in rank	30,500	28,395	33,000	31,012	4,210	103
	Less than 3 years in rank	28,620	26,000	30,500	28,729	4,035	109
Lecturer/Instructor:	3 or more years in rank	30,626	26,340	34,924	31,077	5,514	13
	Less than 3 years in rank	25,000	20,634	27,094	24,051	4,771	13
NEW ENGLAND (9 departments)							
Full professor:	12 or more years in rank	62,700	58,300	69,825	63,145	10,814	38
	6 - 11 years in rank	47,300	42,200	53,000	47,566	6,350	20
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	-	-	-	-	-	6
Associate professor:	6 or more years in rank	40,575	36,425	42,713	39,802	4,851	17
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	34,350	33,738	36,625	34,809	1,843	14
Assistant professor:	3 or more years in rank	31,500	29,500	32,850	31,460	2,200	21
	Less than 3 years in rank	29,950	29,200	30,300	29,522	1,995	18
MIDDLE ATLANTIC (14 departments)							
Full professor:	12 or more years in rank	58,600	50,325	72,000	61,762	14,347	71
	6 - 11 years in rank	48,048	42,438	65,925	52,288	14,078	32
	3 - 5 years in rank	55,500	42,017	63,400	54,059	9,726	15
	Less than 3 years in rank	47,000	41,505	59,000	49,636	12,155	27
Associate professor:	6 or more years in rank	41,148	34,661	43,644	39,981	6,528	26
	3 - 5 years in rank	40,426	35,375	44,066	40,908	6,797	14
	Less than 3 years in rank	35,550	30,124	40,770	36,189	7,413	17
Assistant professor:	3 or more years in rank	30,938	29,364	33,525	31,501	3,425	37
	Less than 3 years in rank	29,000	26,500	31,000	29,011	4,039	31
EAST NORTH CENTRAL (8 departments)							
Full professor:	12 or more years in rank	48,400	44,100	58,996	50,712	11,637	19
	6 - 11 years in rank	51,000	45,750	59,500	52,446	8,394	13
	3 - 5 years in rank	45,500	39,200	50,700	44,966	7,192	11
	Less than 3 years in rank	-	-	-	-	-	5
Associate professor:	6 or more years in rank	39,264	33,500	42,536	40,959	11,007	23
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	33,350	30,625	39,420	36,243	8,729	16
Assistant professor:	3 or more years in rank	29,400	26,700	33,604	31,049	6,154	29
	Less than 3 years in rank	25,500	24,500	32,004	28,185	6,094	24

TABLE 12 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Psychology
Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (2 departments)		(Insufficient <u>Ns</u> of faculty for analysis)					
SOUTH ATLANTIC (8 departments)							
Full professor:	12 or more years in rank	53,699	49,484	60,608	54,398	11,066	42
	6 - 11 years in rank	51,012	42,380	57,440	51,129	10,679	19
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	8
Associate professor:	6 or more years in rank	37,800	34,200	39,318	37,266	3,923	21
	3 - 5 years in rank	-	-	-	-	-	4
	Less than 3 years in rank	34,050	31,653	34,800	34,759	5,871	14
Assistant professor:	3 or more years in rank	-	-	-	-	-	9
	Less than 3 years in rank	27,300	26,500	30,350	28,146	2,279	13
EAST SOUTH CENTRAL (3 departments)		(Insufficient <u>Ns</u> of faculty for analysis)					
WEST SOUTH CENTRAL (3 departments)		(Insufficient <u>Ns</u> of faculty for analysis)					
MOUNTAIN (1 department)		(Insufficient <u>Ns</u> of faculty for analysis)					
PACIFIC (2 departments)		(Insufficient <u>Ns</u> of faculty for analysis)					

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note: Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 13
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Master's
Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (99 departments)							
Full professor:	12 or more years in rank	45,334	40,100	50,355	45,192	7,707	197
	6 - 11 years in rank	40,821	35,825	45,690	41,622	6,519	172
	3 - 5 years in rank	38,041	35,190	43,389	39,514	6,341	89
	Less than 3 years in rank	36,208	32,990	38,736	36,399	4,721	78
Associate professor:	6 or more years in rank	33,600	30,421	37,674	34,795	5,607	171
	3 - 5 years in rank	30,903	28,598	34,541	31,701	4,264	89
	Less than 3 years in rank	29,448	27,816	31,950	30,041	3,833	77
Assistant professor:	3 or more years in rank	27,400	25,361	29,075	27,912	4,078	96
	Less than 3 years in rank	24,932	23,138	27,000	25,190	2,825	122
NEW ENGLAND (7 departments)		(Insufficient <u>Ns</u> of faculty for analysis)					
MIDDLE ATLANTIC (10 departments)							
Full professor:	12 or more years in rank	45,634	45,600	54,758	49,917	8,780	25
	6 - 11 years in rank	45,600	42,364	45,617	44,478	2,601	17
	3 - 5 years in rank	39,882	35,600	45,600	40,560	4,963	11
	Less than 3 years in rank	-	-	-	-	-	3
Associate professor:	6 or more years in rank	37,543	33,662	45,418	39,484	6,502	24
	3 - 5 years in rank	31,996	27,338	39,937	33,248	6,748	13
	Less than 3 years in rank	-	-	-	-	-	9
Assistant professor:	3 or more years in rank	37,896	29,100	40,812	35,318	5,771	11
	Less than 3 years in rank	-	-	-	-	-	7
EAST NORTH CENTRAL (16 departments)							
Full professor:	12 or more years in rank	42,600	40,267	46,394	43,970	5,484	45
	6 - 11 years in rank	37,000	34,719	39,567	37,928	4,731	36
	3 - 5 years in rank	36,642	33,875	39,038	35,909	3,564	18
	Less than 3 years in rank	35,888	32,679	37,410	34,876	3,246	17
Associate professor:	6 or more years in rank	32,736	30,000	36,594	33,469	3,618	34
	3 - 5 years in rank	30,390	28,899	31,180	30,727	2,848	20
	Less than 3 years in rank	29,409	28,269	30,750	29,726	3,779	15
Assistant professor:	3 or more years in rank	27,465	26,000	28,740	27,534	1,625	16
	Less than 3 years in rank	25,667	22,950	27,250	25,128	2,829	33
WEST NORTH CENTRAL (9 departments)		(Insufficient <u>Ns</u> of faculty for analysis)					
SOUTH ATLANTIC (17 departments)							
Full professor:	12 or more years in rank	44,000	39,785	49,430	44,846	6,853	29
	6 - 11 years in rank	43,563	38,709	46,006	42,484	4,706	20
	3 - 5 years in rank	40,155	35,154	40,488	38,246	3,709	14
	Less than 3 years in rank	37,080	34,000	37,755	36,164	3,640	13
Associate professor:	6 or more years in rank	33,750	32,513	36,397	34,566	4,093	36
	3 - 5 years in rank	32,222	29,547	34,478	32,107	3,116	16
	Less than 3 years in rank	30,652	27,842	33,795	31,346	4,100	20
Assistant professor:	3 or more years in rank	27,432	25,067	29,192	27,170	2,396	17
	Less than 3 years in rank	24,570	23,127	25,356	24,429	1,489	25

TABLE 13 (Continued)
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Master's
Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (10 departments)							
Full professor:	12 or more years in rank	-	-	-	-	-	7
	6 - 11 years in rank	37,028	34,540	39,894	37,143	3,656	24
	3 - 5 years in rank	37,257	34,566	37,572	36,172	2,141	14
	Less than 3 years in rank	35,315	33,000	37,532	35,078	2,306	15
Associate professor:	6 or more years in rank	29,233	26,514	30,957	29,217	3,308	16
	3 - 5 years in rank	-	-	-	-	-	4
	Less than 3 years in rank	28,420	26,500	29,657	27,895	2,102	11
Assistant professor:	3 or more years in rank	-	-	-	-	-	9
	Less than 3 years in rank	23,289	22,580	25,433	23,801	2,035	21
WEST SOUTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	37,500	32,000	41,245	37,729	8,114	21
	6 - 11 years in rank	36,000	35,210	40,595	37,489	3,620	11
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	7
Associate professor:	6 or more years in rank	30,826	29,000	33,218	32,349	4,958	20
	3 - 5 years in rank	30,874	27,000	34,500	31,139	3,479	11
	Less than 3 years in rank	-	-	-	-	-	7
Assistant professor:	3 or more years in rank	27,400	25,500	28,717	27,190	1,748	17
	Less than 3 years in rank	-	-	-	-	-	4
MOUNTAIN (6 departments)		(Insufficient <u>N</u> s of faculty for analysis)					
PACIFIC (12 departments)							
Full professor:	12 or more years in rank	52,916	41,430	52,942	48,036	7,168	37
	6 - 11 years in rank	52,193	42,765	52,968	48,575	6,910	37
	3 - 5 years in rank	49,373	45,096	51,084	47,707	7,009	18
	Less than 3 years in rank	-	-	-	-	-	8
Associate professor:	6 or more years in rank	40,000	30,444	41,868	37,625	6,409	19
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	5
Assistant professor:	3 or more years in rank	-	-	-	-	-	4
	Less than 3 years in rank	-	-	-	-	-	6

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the *N*s are insufficient for analysis. For a description of the states included in each region, see Appendix B.

TABLE 14
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Master's
Psychology Departments by Type of Institution, Rank, and Years in Rank

Type of Institution, Rank and Years in Rank	Median	Q1	Q3	Mean	S.D.	N
PUBLIC INSTITUTIONS (72 departments)						
Full professor: 12 or more years in rank	45,600	40,288	50,285	45,385	6,601	157
6 - 11 years in rank	41,153	36,000	45,725	42,020	6,561	159
3 - 5 years in rank	38,306	35,185	44,983	39,886	6,508	76
Less than 3 years in rank	36,000	32,958	38,102	36,198	4,676	71
Associate professor: 6 or more years in rank	33,900	30,964	37,734	35,127	5,643	136
3 - 5 years in rank	31,000	28,950	34,810	32,051	4,293	73
Less than 3 years in rank	29,362	27,647	30,900	29,766	3,571	65
Assistant professor: 3 or more years in rank	27,273	25,264	28,981	27,948	4,307	76
Less than 3 years in rank	25,000	23,328	27,067	25,472	2,805	99
PRIVATE INSTITUTIONS (26 departments)						
Full professor: 12 or more years in rank	44,100	36,374	51,217	44,436	11,113	40
6 - 11 years in rank	36,500	33,855	38,750	36,762	3,334	13
3 - 5 years in rank	36,000	34,750	40,107	37,340	4,915	13
Less than 3 years in rank	-	-	-	-	-	7
Associate professor: 6 or more years in rank	31,421	30,000	36,971	33,507	5,350	35
3 - 5 years in rank	30,202	27,119	33,000	30,106	3,858	16
Less than 3 years in rank	30,375	28,025	34,339	31,533	4,940	12
Assistant professor: 3 or more years in rank	27,500	26,250	29,471	27,775	3,152	20
Less than 3 years in rank	23,600	22,000	26,000	23,981	2,638	23

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported by type of institution, given that the *N*s are insufficient for analysis.

TABLE 15
1987-88 Salaries for Full-time Doctoral Faculty in U.S. Master's Psychology
Departments by Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
<i>PSYCHOLOGY (69 departments)</i>						
35 or more years	52,758	45,513	54,559	50,267	8,126	10
30 - 34 years	46,352	42,600	52,968	47,779	7,265	23
25 - 29 years	42,960	38,500	48,432	43,445	7,158	87
20 - 24 years	39,623	35,669	45,617	41,006	8,259	197
17 - 19 years	38,000	33,845	42,000	38,638	6,515	169
14 - 16 years	35,180	31,600	40,500	36,601	6,761	167
11 - 13 years	32,425	29,288	37,377	33,549	5,796	108
8 - 10 years	29,000	26,500	30,923	29,550	4,731	95
6 - 7 years	27,300	25,504	29,568	27,801	3,539	49
4 - 5 years	25,974	24,000	28,420	26,194	3,084	55
2 - 3 years	24,000	22,855	26,750	24,893	3,182	57
0 - 1 year	25,000	22,207	27,125	24,837	3,529	22

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 9-10-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided.

TABLE 16-A

1987-88 Salaries for Full-time Doctoral Faculty in Canadian Doctoral Departments by Rank and Years in Rank

Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
CANADIAN DOCTORAL DEPARTMENTS (10 departments)							
Full professor:	12 or more years in rank	72,489	65,786	75,212	70,759	8,450	63
	6 - 11 years in rank	65,786	61,218	69,375	65,435	5,700	48
	3 - 5 years in rank	57,938	56,756	60,111	58,507	3,994	26
	Less than 3 years in rank	54,500	52,369	58,600	54,475	4,629	29
Associate professor:	6 or more years in rank	53,700	49,700	57,395	53,686	6,420	87
	3 - 5 years in rank	46,000	43,500	51,129	46,967	4,892	25
	Less than 3 years in rank	43,150	39,992	45,359	43,897	7,280	26
Assistant professor:	3 or more years in rank	41,750	37,831	45,250	41,877	5,211	26
	Less than 3 years in rank	37,000	34,891	40,573	37,381	4,069	24

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 11-12-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided. Salary statistics for Lecturers/Instructors are not reported, given that the *N*s are insufficient for analysis.

TABLE 16-B

1987-88 Salaries for Full-time Doctoral Faculty in Canadian Doctoral Departments by Years Since Doctorate

Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
CANADIAN DOCTORAL DEPARTMENTS (10 departments)						
35 or more years	-	-	-	-	-	7
30 - 34 years	72,900	67,143	75,506	71,502	6,120	17
25 - 29 years	66,313	61,529	73,413	67,061	6,994	40
20 - 24 years	61,100	54,250	68,500	61,510	8,373	71
17 - 19 years	57,850	54,141	62,043	58,372	7,811	56
14 - 16 years	51,758	46,345	56,578	50,866	6,230	58
11 - 13 years	49,822	44,626	53,776	49,227	6,533	41
8 - 10 years	42,000	39,920	45,322	42,357	4,852	23
6 - 7 years	40,400	37,000	42,611	39,838	3,543	22
4 - 5 years	-	-	-	-	-	9
2 - 3 years	34,927	32,525	36,888	34,865	3,588	10
0 - 1 years	-	-	-	-	-	2

Source of data: 1987-88 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time and who hold the doctoral degree. All salaries are 11-12-month salaries. No statistics are provided where the *N* is less than 10 or where the standard deviation is 0; in these instances, only the *N* is provided.

TABLE 17
1987-88 Starting Salaries and Expected 1988-89 Starting Salaries for
Faculty in U.S. and Canadian Graduate Departments of Psychology

Starting salary	U.S. Graduate Departments of Psychology ^a						Canadian Doctoral Departments ^b
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1987-88 for a new faculty member who was a new PhD:							
Median salary:	\$26,500	\$25,000	\$26,000	\$24,000	\$23,000	\$24,000	\$33,000
Q1:	\$25,000	\$23,000	\$24,540	\$22,500	\$21,696	\$22,500	*
Q3:	\$28,000	\$27,375	\$28,000	\$26,000	\$25,000	\$26,000	*
N:	133	60	193	77	24	101	9
Expected salary offered to a new PhD in 1988-89:							
Median salary:	\$27,000	\$26,176	\$27,000	\$25,000	\$24,000	\$25,000	\$34,228
Q1:	\$25,000	\$24,540	\$25,000	\$23,375	\$22,000	\$23,000	\$32,125
Q3:	\$28,932	\$28,000	\$28,500	\$27,000	\$26,000	\$27,000	\$37,750
N:	152	67	219	90	29	119	10
Expected salary offered to a PhD with two years of postdoctoral experience in 1988-89:							
Median salary:	\$29,000	\$29,000	\$29,000	\$26,000	\$26,000	\$26,000	\$36,500
Q1:	\$27,000	\$26,000	\$27,000	\$25,000	\$24,000	\$25,000	\$33,750
Q3:	\$30,000	\$30,000	\$30,000	\$28,942	\$27,375	\$28,000	\$39,750
N:	150	67	217	89	28	117	10

Source: 1987-88 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The *N*s refer to the number of departments that provided the information.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 18
1987-88 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

Salary or Benefit	U.S. Departments ^a						All Canadian Departments ^b
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	

Salary of the department chair:							
Median:	\$52,133	\$48,600	\$50,858	\$40,360	\$35,850	\$39,432	\$66,000
Q1:	\$43,112	\$42,863	\$42,872	\$35,598	\$30,075	\$34,153	*
Q3:	\$61,900	\$58,078	\$61,394	\$44,479	\$39,680	\$44,126	*
N:	157	71	228	88	30	118	9

Benefits received by department chair: ^c							
Assistant chair position (%):	34	23	31	10	17	12	56
Extra secretarial support (%):	66	68	67	48	40	46	56
Extra graduate assistants (%):	26	23	25	14	20	15	11
Summer salary/stipend (%):	55	31	48	47	23	41	na
Reduced teaching load (%):	92	83	89	90	87	89	100
Other (e.g., administrative support staff) (%):	13	14	14	3	10	5	22

Source: 1987-88 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The *N*s refer to the number of departments that provided the information.

^aReported are 9-10-month salaries.

^bReported are 11-12-month salaries in Canadian dollars.

^cIncluded are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

*There was an insufficient number of respondents for analysis.

na = Not applicable due to the fact that Canadian salaries are for 11-12-months.

TABLE 19
1987-88 Salaries and Benefits for Administrative
Positions in U.S. Graduate Departments of Psychology

Salary or Benefit	U.S. Departments ^a					
	Doctoral			Master's		
	Public	Private	All	Public	Private	All
Average salary of administrative positions with the department such as a director of a special program (e.g., Director of Clinical Training):						
Median:	\$41,550	\$39,132	\$41,000	\$35,600	\$31,000	\$34,740
Q1:	\$36,000	\$34,356	\$36,000	\$32,086	*	\$31,000
Q3:	\$48,984	\$44,998	\$48,000	\$40,062	*	\$40,000
N:	103	52	155	54	9	63
Benefits received by individual in this position: ^b						
Extra secretarial support (%):	51	58	53	41	33	40
Extra graduate assistants (%):	21	25	23	26	11	24
Summer salary (%):	34	15	28	11	0	10
Reduced teaching load (%):	71	64	68	78	89	79
Other (e.g., administrative support staff) (%):	4	0	3	0	0	0

Source: 1987-88 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. The *N*s refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis.

^aReported are 9-10-month salaries.

^bIncluded are those departments that provided information on the salaries for administrative positions. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

Appendix Table A

Response Rates for Selected Subgroups

	US Departments						Canadian Departments	
	Doctoral			Master's			Doctoral	Master's
	Public (N=244)	Private (N=131)	Total (N=375)	Public (N=156)	Private (N=77)	Total (N=233)	(N=27)	(N=6)
Total	69%	59%	63%	53%	40%	49%	37%	67%
Region								
New England	100%	55%	67%	57%	46%	50%	na	na
Middle Atlantic	48	51	50	40	28	34	na	na
East North Central	70	67	69	70	33	56	na	na
West North Central	74	67	73	53	100	56	na	na
South Atlantic	78	86	80	52	70	59	na	na
East South Central	53	100	63	82	50	77	na	na
West South Central	78	60	75	63	50	61	na	na
Mountain	70	40	64	64	*	64	na	na
Pacific	62	63	62	36	36	36	na	na
Type of department								
Psychology	79%	70%	76%	57%	53%	56%	40%	67%
Educational								
psychology	47	13	40	0	*	0	0	*
Counseling								
psychology	78	75	77	100	0	14	*	*
Human development	53	25	47	50	0	25	*	*
Professional	67	68	68	*	0	0	*	*
Counseling	50	33	46	38	33	37	*	*
Other	31	20	28	40	20	30	*	*

Note. These response rates are for those departments providing sufficient salary information to be included in the analyses.

*There were no departments in this subgroup to receive the survey.

na = Not applicable.

APPENDIX B
States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont
MIDDLE ATLANTIC:	New Jersey New York Pennsylvania
EAST NORTH CENTRAL:	Illinois Indiana Michigan Ohio Wisconsin
WEST NORTH CENTRAL:	Iowa Kansas Minnesota Missouri Nebraska North Dakota South Dakota
SOUTH ATLANTIC:	Delaware District of Columbia Florida Georgia Maryland North Carolina South Carolina Virginia West Virginia
EAST SOUTH CENTRAL:	Alabama Kentucky Mississippi Tennessee
WEST SOUTH CENTRAL:	Arkansas Louisiana Oklahoma Texas

MOUNTAIN:

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

PACIFIC:

Alaska
California
Hawaii
Oregon
Washington